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WIB QUARTERLY MEETING

Mercer County Community College Conference Center

October 25, 2011 ♦ Minutes

Attendance: James Purcell (*Chairperson*), Beverly Mills, (*WIB Director*)

Mary Gay Abbott-Young (Rescue Mission of Trenton), Mary E. Burks (Trenton Public Schools), Frank Cirillo (Board of Social Services), Karen Clark (Horizon NJ Health), J. Scott Clemmensen (Capital Health), Barry Cole (Mercer Street Friends), Bruce Colligan (RWJ Hospital@Hamilton), Melvin Crawford (NJ DVR), Don DiLeo (Labor), Dr. Patricia Donohue (MCCC), Trudy Dockery (AACCNJ), Alan Edenzon (Firmenich), Scott Elliott (Progressive Center), Larry Finkelstein (TCNJ), Samuel Frisby (Freeholder), Gary Gray (Bromley Center of Hamilton), Teresa Grigg (Sun National Bank), Edward Houlihan (Shiseido), Sheryl Hutchinson (NJ SETC), Craig Jez (One-Stop), Kendra Lee (One-Stop), Micehle Recla Liebttag (CWA Local 1034), Anna Lustenberg (Verizon), Monica McKee (Bristol-Myers Squibb), Connie Mercer (HomeFront), Dennis Micai (Trenton Area Soup Kitchen), Mojgan Mohtashami (Advanced Infrastructure Design), Elizabeth Maher Muoio (Economic Development & Sustainability), John Raines (One-Stop), Regina Riccioni (Thomas Edison College), Bonny Ross (St. Francis Medical Center), Vin Samuel, (NJ LWD), Rakima Stokes-Little (MCCC) Amy Schuler (TCNJ), Keith Secrest (Kinetics Industries Inc.), Wendel Thomas (NJ LWD), Nancy Thomson (Child Care Connection), Elizabeth Tindall (Regional Chamber of Commerce), Michael Valeriano (NJ LWD), Virgen Velez (One-Stop), Sandy Lopacki (Coordinator, Healthcare Talent Network), Robert Crawford (Coordinator, Financial Talent Network), Joyce Yon (ES Manager One Stop)

Welcome and Introductions

Meeting was opened by Chairperson James Purcell with a welcome and introduction of attendees.

Approval of October 25, 2011 minutes

1st: Michele Recla-Liebttag 2nd: Dr. Patricia Donohue

WIB Quarterly Meeting Minutes for October 25, 2011 will now be placed on the Mercer County Website.

WIB Strategic Plan

A copy of the Strategic Plan was disseminated for comment after the October 25, 2011 meeting. Comments were to be emailed to Dr. Donohue or Jim Purcell and as of December 31, 2011 no comments had been received by either party. Since there were no further comments, Jim Purcell asked that the Mercer County Workforce Investment Board Strategic Plan for 2011-2013 receive an official vote of acceptance from WIB members.

1st. Dr. Donohue and 2nd by Bonny Ross; motion carried.

Jim mentioned one of the first tasks would be to look at current committee structure; reformulate task forces and create the Business Integration Committee which would be modeled after the Healthcare Committee.

Mary Gay Abbott Young thanked everyone and praised work done to develop the Strategic Plan.

Committee Reports

Jim opened the floor to Chairs for further elaboration or clarification on committee reports that were already contained in the packets. Beverly informed that since Melinda Skarupsky stepped down as Chair of the Youth Investment Committee she was pleased to announce Nina Melker has volunteered to be Interim Chair.

Beverly further mentioned that the Disabilities Issues Committee, which has been on hiatus, is targeted to reconvene in March. The WIB is currently in the process of recruiting private sector employers, who have an interest of history of hiring from the disabled community, to serve on the committee.

Joyce Yon, ES Manager of the One Stop, reported on a very successful Veterans Job Fair held on Veterans Day. She further reported on the visit from the Lt. Governor on November 30, 2011 to promote **Jobs4Jersey**.

Financial Services Talent Network

Bob Crawford, Coordinator of the Financial Services Talent Network, presented briefly on the six industries recognized as designated growth sectors in New Jersey. Bob discussed Labor and Workforce Development's approach of changing "being all things to all people" to focusing efforts in the six sectors. He further mentioned the Hospitality industry as a possible addition. Based on the goal of providing families with a sustainable wage; the fundamental players working toward solutions include: Employers, Job Seekers, Community Colleges and LWD staff. This partnership will lend itself to more connectivity and hopefully cut back on redundancy.

Bob added the job of the Coordinator is to "connect the dots" of the five operating principles to make it work: recognizing the employer is the most important stakeholder; expanding the effort challenges faced by employers; working closing with educational institutions to develop training; partnering closely with the One Stop and WIB and establishing credibility with job seekers.

Strategically the financial sector is looking at the entire industry with the focus in three main areas: banking, securities and commodities and insurance. Bob mentioned the Round Table discussion with financial sector employers hosted by the WIB on January 17, 2012.

Although the industry has seen some decline; entry level workers continue to represent highest growth positions with the focus on smaller and medium sized regional banks. By county, Mercer continues to show growth. Required skill sets include computer literacy, strong communication skills, customer service experience and overall positive presentation.

Healthcare Talent Network

Sandy Lopacki, Coordinator for the Healthcare Talent Network, began her presentation with the distribution of handouts. As an industry that everyone cares about, there are significant changes in different parts of the industry. Anticipated growth is expected to climb until 2018 and out of 17 growth sectors 10 fall within the parameters of healthcare.

Reference was made to handout—people with multiple educational backgrounds can be tapped for the healthcare industry although much attention has been given to entry level positions within the Talent Network. Uncertainties in the industry revolve around Healthcare Reform Bill – what will happen with Accountable Care Organizations.

Apprenticeship programs for CNA's have been started in the northern counties – once skills are mastered students are apprenticed into the LPN curriculum. The Healthcare Talent Network is looking to partner with different associations by offering pilots to fill “difficult to fill” positions. Sandy mentioned Cumberland County is importing Occupational Therapists from Ireland; the Talent Network is trying to work with the challenges businesses are encountering. Another plan is to fast track veterans who have health care experience as well as work with community colleges to look at gaps and also assist with curriculum development. Sandy acknowledged there are significant challenges faced with some entry level positions. There is not enough respect given to the entry level job and we should assist with developing a career path that would include stacking skills toward advancement.

Jim opened up the floor to questions directed to either Bob or Sandy. Liz Muoio inquired if there were state resources to assist once training gaps were identified. Would the State be able to help fund new training?

Sandy and Bob both answered that there is customized training dollars available.

Liz asked about covering initial start up costs for classroom training.

Bob mentioned the Teller Training Program in which the Community Colleges are grantees. The question could be more succinctly answered by Howard Miller at LWD.

Freeholder Frisby asked if the Community Colleges can make those connections.

Sandy added the Middlesex, Raritan and Union has asked the Heldrich Center to look at healthcare related community college offerings – assessing where are the gaps and how to specifically address those gaps.

Bonny Ross mentioned that every WIB member should be on a committee as there are resources available; collaboration is key.

Frank Cirillo added, in terms of resources if a person is identified with potential how do we combine resources from the public end? We need to take a look at merging resources.

Announcements/Meeting Adjournment

Jim introduced Craig Jez, the newly hired Business Resource Manager at the One Stop.

Mary E. Burks announced the Trenton High Career Fair scheduled for February 29, 2012 from 9:00 AM – 1:30 PM. This is in collaboration with Mercer County Community College and the target population is 11th and 12th graders.

Amy Schuler gave a brief description of the Career and Community Studies Program (at the College of NJ) which is model program from a Barnes & Nobel grant designed for students with intellectual disabilities who desire a postsecondary education. The program offers a full four year certificate program and includes career

exploration and internships. The goal is for seniors to have a full year internship in industry off campus to earn credits (some employers have paid interns) but paying interns is not a requirements. TCNJ is looking for partners from the business community to hire interns with the goal toward gainful employment.

Meeting was adjourned.